

EFFECTIVE WORKPLACE SERIES

ELDER CARE AND THE WORKPLACE

SUPPORTED BY:
THE ALFRED P. SLOAN FOUNDATION

COMPILED BY:
JUDI CASEY, MSW AND SARAH MORRISON



SLOAN WORK AND FAMILY
RESEARCH NETWORK
BOSTON COLLEGE

WWW.BC.EDU/WFNETWORK

WHY IS ELDER CARE AN IMPORTANT WORKPLACE ISSUE?

"Elder care resources help employees care for their loved ones and continue to care about their companies. A smart organization educates employees about its business needs so they understand the best way to contribute over time. Likewise, it educates itself about its employees' life needs so it can support and retain them over time. If an employee is forced to choose between caring for a loved one and devoting themselves to work, the company will lose. That loss will most certainly be in work quality and, more deleterious in the long term, in the loss of the hearts and minds of employees in their commitment to the firm." **Maureen Corcoran; Vice President of Diversity; Prudential Financial**



DEFINITION OF ELDER CARE

- The act of providing unpaid assistance and support to family members who have physical, psychological, or developmental needs.
- Making decisions such as choosing a physician for an aging person or whether to move an elderly person from their home environment to a residential care setting.
- Providing or locating services, including adult day care, assisted living, hospice care, skilled nursing, home health care, and specialized care such as geriatric care management.

Want more related DEFINITIONS?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=6&area=all

HOW DO ELDER CARE CONCERNS IMPACT YOUR EMPLOYEES?

- Employees are less productive at work when they are worried about caring for an elderly family member.
- Employees may be concerned about the stigma associated with caring for an elderly parent, and how utilization of resources may negatively impact their career mobility.
- Elder caregivers often bring their caregiving stress into the workplace.
- Employees appreciate working for an organization that supports their elder care needs.

% DID YOU KNOW?

- "Nearly 60% of those caring for an adult over the age of 50 are working; the majority of those work full-time" (MetLife Mature Market Institute & National Alliance for Caregiving, 2006, p. 5).
- "About 33% of the large employers nationwide have an eldercare program to serve employees with eldercare responsibilities" (MetLife Mature Market Institute & National Alliance for Caregiving, 2006, p. 18).
- "52% of the women (2,187,282) and 34% of the men (953,431) have experienced workday interruptions as a result of caregiving" (MetLife Mature Market Institute & National Alliance for Caregiving, 2006, p. 14).
- "Small and large employers are equally likely (81%) to allow employees time off to provide elder care without jeopardizing their jobs" (Bond, Galinsky, Kim, & Brownfield, 2005, p. 17).

Want more STATISTICS or the full references for above statistics?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=1&area=all

WHY ARE ORGANIZATIONS PROVIDING ELDER CARE SUPPORTS?

- The elderly population is rapidly increasing, so many employees are caring for elderly family members.
- Employees' caregiving responsibilities can impact their productivity at work.
- Providing employees with elder-care benefits reduces overall costs for organizations such as recruiting and retraining.



REPORTS WITH MORE INFORMATION

- Boushey, H. (2009). Helping breadwinners when it can't wait: A progressive program for family leave insurance. Washington, DC: Center for American Progress
- Dobkin, L. (2007, April). How to confront the elder care challenge. Workforce Management Online. Retrieved April 18, 2007, from <http://www.workforce.com/section/09/feature/24/85/10/index.html>
- Joyce, A. (2007). Caring for dear old dad gets a little easier. [Electronic version], Washington Post. Retrieved March 28, 2007, from http://www.washingtonpost.com/wpdyn/content/article/2007/03/03/AR2007030300047_pf.html

Want more OVERVIEWS AND BRIEFS or the full references for the above reports?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=7&area=all



SUGGESTED READINGS

- Chesley, N., & Poppie, K. (2009). Assisting parents and in-laws: Gender, type of assistance, and couples' employment. *Journal of Marriage and Family*, 71, 247-262.
- MetLife Mature Market Institute & National Alliance for Caregiving. (2006). The MetLife caregiving cost study: Productivity losses to U.S. business. Westport, CT: MetLife Mature Market Institute. Retrieved April 25, 2007, from <http://www.pascenter.org/fr/>
- National Association of Social Workers & The New York Academy of Medicine. (2008). Online journaling project: A window into the lives of sandwich generation women. Retrieved April 8, 2008, from <http://www.socialworkers.org/assets/public/documents/helpstartshere/sgwjournReporto308.pdf>
- Neal, M. B., & Wagner, D. L. (n.d.). Working caregivers: Issues, challenges, and opportunities for the aging network (NFCSP Issue Brief). Retrieved from http://www.aoa.gov/prof/aoaprogram/caregiver/careprof/proguidance/background/program_issues/Fin-Neal-Wa

Want more READINGS?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=2&linktype=suggested&area=all

The Effective Workplace Series provides a summary of the Elder Care at the Workplace Topic Page. To visit the Elder Care at the Workplace Topic Page, go to <http://wfnetwork.bc.edu/topic.php?id=30>